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ABSTRACT

A project was conducted to design a survey instrument that would help in identifying sex-related barriers to employment and to administer that instrument to employers in both rural and urban counties of Kansas. It was projected that the data derived from the survey could be used to aid in designing vocational education methods and techniques. After a review of literature, which yielded little usable information, a survey instrument was designed with the help of a panel of experts and administered via personal interviews to a total of 164 employers of various sizes in Montgomery County (rural) and Sedgwick County (urban). Findings included the following: (1) a large percentage of women, especially clerical workers, were employed in traditional work roles; (2) as the size of the business increased, the percentage of male supervisors of clerical employees increased; (3) the largest percentage of both skilled and unskilled females was employed in health, education, or services to business and industry, while the largest percent of males was employed by manufacturing firms; (4) respondents found no differences in male and female workers' production, absenteeism, willingness to accept supervision, and ability to get along with co-workers, but thought females were better satisfied with job level and pay; (5) many firms said employees lacked basic skills and interpersonal skills. Overall, respondents said that the greatest sex-related barriers to employment were tradition, history, and prejudices coupled with lack of skills training and lack of job experience, and that these attitudes were held by both employers and employees. No differences between rural and urban areas was documented. (KC)

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THE DESIGN OF A SURVEY INSTRUMENT TO AID IN IDENTIFYING SEX RELATED BARRIERS TO EMPLOYMENT AND THE ADMINISTRATION OF THAT INSTRUMENT TO RURAL AND URBAN EMPLOYERS

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April 1980

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ABSTRACT

A number of laws were enacted within recent years that were aimed at promoting sex equality in education and employment. However, enforcing all aspects of those laws has been difficult since enforcement requires an attitudinal changee on the part of everyone concerned.

Because vocational education has been ordered to comply with these laws, the system must design educational methods and techniques that will help bring about an attitudinal change. Before this can be accomplished, however, identification and analysis of those factors which cause prejudicial hiring practices among employers needs to be investigated.

This paper was an attempt to design a survey instrument that would help in identifying sex related barriers to employment and to administer that instument to employers. The data derived from the survey could then be used to aid in designing vocational education methods and techniques.

Literature located by this researcher indicated that hundreds of studies and articles concerned with sex-related inequalities in employment have been reported within recent years. However, few articles have discussed the way in which surveys can be constructed and administered which are concerned with how employer's attitudes affect hiring practices. Among the studies which were helpful were those completed by Prather, Neely and Wilson, and Kreps and Clark. Perhaps the

most helpful was a study completed by Mapp which was concerned with identifying barriers to women in trade apprenticeships. She found that the absence of women in trade apprenticeships had nothing to do with their ability or willingness to work. She also found that sex bias in apprenticeships were less evident in those shops where females were already employed.

Montgomery County Kansas was selected as the rural county to be studies and Sedgwick County Kansas was selected as the urban county to be studied. With the aid of a panel of experts, a survey instument was then designed. The instrument was administered to a small sample of employers, then, again, with the aid of the experts, the instrument was refined.

Once completed and tested, the instrument was then administered to a random sample of employers of various types and sizes in Montgomery and Sedgwick Counties. Findings indicated that a large percentage of all women were employed in traditional work roles. This was particularly true with clerical workers. However, figures seemed to indicated that as the size of business increased and the number of clerical employees and clerical supervisors increased that the percentage of male supervisors increased.

Figures also indicated that the largest percent of both skilled and unskilled female workers were employed by firms who were providing health and education services or services to business and industry. The largest percent of both skilled males were employed by firms engaged in manufacturing.

In discussing the differences between male and female workers on various aspects of work respondents indicated there was no difference between male and female workers in absentism, production, ability to get along with fellow workers, willingness to accept supervision, acceptance of work conditions, making constructive suggestions for production improvement, or the physical ability to do the job. Respondents indicated they felt that females were better satisfied with job level and with job pay.

An overwhelming number of respondents from all sizes and types of businesses indicated that employees lacked basic educational skills--including reading, writing, mathematics, and telephone skills. A large percentage of the respondents indicated attitudes, job locality, and an understanding of human relations were lacking in employees. Larger firms indicated that employees lacked training in supervisory skills. Only a very few respondents at any level indicated that technical skills were lacking.

The greatest sex related barriers to employment today were considered by the respondents to be tradition, history and prejudices coupled with lack of skills training and lack of job experience. In almost every case the respondents indicated that they felt these traditions, attitudes and prejudices could be applied to both the employer and the employee.

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Chapter I

INTRODUCTION

Recent years have seen a number of laws enacted that are aimed at promoting sex equality in the United States. Although it can be logically argued that much of the legal progress made in sex equality is a direct result of legal progress made in race equality, and it can also be logically argued that much more needs to be done for both race and sex equality, nevertheless, many legal strides have been made for sex equality. This progress is particularly visible in the areas of education and employment.

Sex equality in education and employment has taken tremendous legal steps in the United States in the past twenty-five years. Laws prohibiting discrimination have received not only widespread publicity through the various media and moral support by a variety of social institutions, but these laws also have often been quickly and effectively enforced by the courts. Time after time the courts have provided legal guidance and sometimes punishment for governmental units, social institutions, business establishments, and individuals who have practiced sex discrimination. Time after time court orders have said, "You shall provide equal

education and employment opportunities for both men and women."

With this highly publicized legal action, it would naturally seem that sex discrimination, especially in education and employment practices, would not exist in the United States today. Unfortunately, this does not appear to be true. It is possible to make legal changes and it is likewise possible to enforce some aspects of those legal changes, but changing each individual's state of mind concerning sex equity often runs into a snag. Because an individual's feelings with regard to sex equity can be biased by a multitude of factors, any attitudinal change that comes about must deal directly with that myriad of factors. Until those factors are considered, employers can always find ways to evade the law. In other words, there is a great deal of truth to the old adage: "You can lead a horse to water but you can't make him drink." If complete sex equity is to come about, legal change must be coupled with attitudinal change.

Because vocational education must comply with the law and at the same time deal directly with individual employer attitudes, the vocational education system is forced to design educational methods that will help bring about attitudinal change. However, before educational methods can be designed to help bring about those necessary attitudinal changes, there must be an identification and analysis of the

factors which cause prejudicial hiring practices among employers.

The purpose of this paper is to explain a descriptive research project which was aimed at identifying and analyzing those attitudinal factors.

NEED FOR THE STUDY

Federal legislation related to the elimination of sex discrimination in education and employment includes Title IX of the Education Amendments of 1972 and Title II (Vocational Education) of the Education Amendments of 1976. This legislation commands vocational educators to reduce sex bias, sex discrimination, and sex role stereotyping in vocational policies, programs, recruitment, admissions, courses, teaching, and counseling.[1] As a result of this federal legislation, the State Plan for Vocational Education in Kansas includes as one of its priorities for 1978-79, objectives for the elimination of sex bias and sex role stereotyping in vocational education programs.

These objectives include:

1. Assisting students to become aware of available jobs in nontraditional areas.

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[1]From "Implementing Title IX and Attaining Sex Equity: Application Materials for Vocational Education Personnel," Title IX Equity Workshop Project, Council of Chief State School Officers, 1977, pp. VW-4 (8-9).

2. Reducing sex bias and sex stereotyping in employment practices for the benefit of vocational education graduates.

3. Providing in-service education to vocational education personnel and others working with vocational education programs to assist them in identifying sex bias and sex stereotyping that place restrictions on persons eligible for being served by programs.

4. Identifying employment barriers related to sex bias and sex stereotyping.

5. Initiating pilot programs to assist women who are entering the market for the first time.

6. Developing pilot programs that are non-traditional in nature for both males and females.

7. Assessing current sex bias and sex stereotyping activities that occur in vocational education because of lack of awareness.[2]

The State Vocational Education Plan, which is an agreement between the United States Commissioner of Education and the Kansas State Board of Education, outlines the policies and procedures that apply to the operation of vocational programs approved by the State Board of Education. It operates under the rules and regulations of the Education Act of 1976 and includes policies laid out by both the Federal and State governments. In addition to the State Plan, a Vocational Education Handbook was designed by the State

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[2]Vocational Education Kansas State Plan, Department of Education, Topeka, Kansas, 1978. p. 338-343.

Board of Education for use in simplifying the intrepretation of the State Plan. Included in this handbook is a Kansas policy which states:

> Secondary Vocational Programs (except Consumer & Homemaking and Broadbase Industrial Education programs) must maintain a 50 percent placement rate of those students available for placement; post-secondary and adult preparatory programs must maintain a 75 percent placement rate of those students available for placement, as reflected by the VE-50 form.[3]

Close scrutiny of both the federal mandate for total elimination of sex bias in all vocational programs, and the state policy of placement rate of 50 percent for some programs and 75 percent for other programs, demonstrates special need for studying Kansas employer's hiring attitudes and practices.

If employers are not willing to hire students in non-traditional work roles because of sex bias attitudes, then enrolling students in non-traditional vocational programs jeopardizes the Kansas state mandate for 50 percent and 75 percent placement. In other words, state level administrators, vocational program directors, and teachers appear to be at an impasse.

The Federal government mandates complete elimination of sex bias in all vocational programs and indeed, mandates

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[3]Vocational Education Handbook, Department of Education, Topeka, Kansas, 1978. p. 15.

a demonstration of its elimination through affirmative action. While, on the other hand, Kansas state policy dictates that 50 percent and 75 percent of all students completing each vocational program must be placed on the job. If employers are unwilling to hire workers in non-traditional work roles, then vocational program directors that have enrolled students of both sexes in various programs run the risk of loosing those vocational programs.

These conflicting policies create both moral and economic dilemmas for vocational directors and teachers. Should they include students in a vocational program knowing in advance they will not be hired? This stance is not fair to certain students. Should they jeopardize a program that has proved to be valuable for many students simply because a certain percentage of the enrollment is not hireable? This stance could cause the dissolution of the program, which in turn could cost the school program revenue, the teachers their jobs, and hundreds of students the opportunity for vocational education training.

If the attitudes that are causing sex related barriers to employment were identified, then educational methods could possibly be designed to overcome those attitudes. Materials could be better designed, programs could be initiated and projects begun that would educate both the employer and the educator to overcome the employer attitudinal hurdle and at the same time allow program directors and teachers to follow

policies mandated by both the State and the Federal governments.

PROJECT OBJECTIVES

The primary goal of this project was to design a survey instrument for identifying barriers to employment that are related to sex bias and sex stereotyping, to pilot test and finally to administer that instrument to employers. The data obtained was then to be analyzed in order that information derived from the survey could be used to enhance all educational research and all vocational programs in Kansas as it relates to hiring practices by employers.

SCOPE OF THE PROJECT

This study was designed to answer questions concerned with:

1. Developing a survey instrument that would help identify those hiring practices that may cause barriers to employment that are related to sex bias and sex stereotyping.
2. Conducting personal interviews and administering the survey instrument to certain employers within given geographical regions of Kansas.
3. Identifying those hiring practices.
4. Developing recommendations that will aid the Kansas Vocational Education system to overcome those barriers.

LIMITATIONS

This research project was subject to the following limitations:

1. A sampling of various sizes and types of employers within Montgomery County and Sedgwick County, Kansas.

2. Only those employers in Montgomery County and Sedgwick County who reported more than five employees to the Department of Human Resources, Division of Labor at Topeka.

3. That the system used by employers for reporting the number of employees to the Department of Human Resources, Division of Labor is accurate and current.

4. That the classification of types of employers are limited to the major divisions listed in the Standard Industrial Classification Manual, published by the U.S. Bureau of the Budget, Office of Statistical Standards.

5. That the investigation is attitudinal in nature and studies topics that deal with human nature and social mores. This means that the study considers accepted traditional customs and usages of a particular social group.

6. That economic trends will continue in a manner simular to that of the fall of 1979.

SUMMARY

A number of laws were enacted within recent years that were aimed at promoting sex equality in education and employment. However, enforcing all aspects of those laws has been difficult since enforcement requires an attitudinal change on the part of everyone concerned.

Because vocational education has been ordered to comply with these laws, the system must design educational methods and techniques that will help bring about an attitudinal change. Before this can be accomplished, however, identification and analysis of those factors which cause prejudicial hiring practices among employers needs to be investigated.

This paper was an attempt to design a survey instrument that would help in identifying sex related barriers to employment and to administer that instrument to employers. The data derived from the survey could then be used to aid in designing vocational education methods and techniques.

Chapter II

RELATED LITERATURE

A review of related literature prior to and during the course of this project supports the need for further research in the field of sex related barriers to employment. While recent years have seen hundreds of articles and studies reported that point out inequalities in employment, few have discussed the way in which surveys can be constructed and administered which are concerned with how employer's attitudes affect hiring practices. Only those studies selected as being most beneficial in that respect are included in this chapter. A more complete bibliography follows this report.

The provisions of the Education Amendment of 1976, related to sex equity in Vocational Education, were directed at insuring that equal opportunities be provided to females and males in vocational education programs. The Education Amendments not only address sex discrimination, which is defined as "any action which limits or denies a person or a group of persons opportunities, privilieges, roles, or rewards on the basis of their sex," but also sex bias, or "behavior resulting from the assumption that one sex is superior to the other," and sex stereotyping, or

"attributing behaviors, abilities, interests, values, and roles to a person or group of persons on the basis of their sex."[1]

These government regulations apply to local education agencies and institutions. They affect local vocational education programs and institutions through their specification of priorities and procedures for state use of federal vocational education monies, which in turn affect state funding of various local vocational education programs and institutions.

The regulations specify a variety of forms of discrimination in education policies, programs, or practices which are prohibited. Those which apply to vocational education include prohibitions of discriminations on the basis of sex in admissions, access to courses, facilities, treatment of students, course completion and graduation requirements, student employment, marital or parental status, and employment of education personnel. The Education Amendments of 1976 also mandate for the development of programs to overcome sex bias, stereotyping and discrimination in vocational education and an authorization to states to use federal monies for this purpose.[2]

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[1]Vocational Education Kansas State Plan, Department of Education Topeka, Kansas, 1978. p.465.

[2]From materials prepared by Marilyn Legg related to a study concerned with Assisting Kansas Vocational Education Personnel to Meet the Sex Bias and Sex Stereotyping Challenge, Sept. 1978. p.19.

The need for such legislation was confirmed in 1977 by the United States Department of Labor, Bureau of Labor Statistics. Figures released by this department revealed that women who work at year-round full-time jobs earned only 58.8 cents for every dollar earned by men in 1977. The department attributed this difference between the earnings of men and women to several factors:

1. Women are concentrated in those occupations which are less skilled and in which wages are relatively low.

2. Women working in full-time schedules tend to work less overtime than men.

3. Women with equal years of schooling completed, had differences in kinds of education, training, and counseling received, which often directed them into traditional and low-paying jobs.

4. Women on the average have fewer years of worklife experience than men.

5. Studies have shown that even when the above factors and age, religion, and industrial concentration have been adjusted out, there remains a male-female differential that suggets women are being paid less for doing the same job.[3]

T. Prather in developing materials for Kent State University provided a chart that was particularly helpful in developing a questionnaire for determining sex related barriers to employment. This chart was designed to demonstrate the legal areas of inquiry in interviewing and

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[3]U.S. Working Women: a Databook, U.S. Department of Labor, Bureau of Labor Statistics, 1977.

employment applications. In the chart the areas of inquiry were listed and beside each area were arranged examples of legal and illegal questioning. At the edge of the chart was listed the legislation that makes that particular question legal or illegal.[4]

Neely and Wilson conducted a study in 1978, that was designed to develop procedures to assist in eliminating barriers in women's qualifications for vocational administration posts. In this study they surveyed attitudes, barriers, and the employment picture in Kansas. They also determined the effectiveness of a portfolio Guide for describing unpaid work experiences where administrative competencies were acquired such as homemaking and volunteer work.

To conduct this study they sent a questionnaire to a random sample of vocational education personnel. The results were used to design a support personal growth workshop to reduce stereotypes and to design the experimental portofolio Guide. The survey results showed a few annual openings and a few differences between women aspirants and administrators on attitudes. Portfolio ratings had a median reliability of .60. Adequate validity was found for portfolio dimensions, given the small and self-selected sample.[5]

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[4]From material developed by T. Prather, Kent State University, Kent, Ohio. No date.

[5]M. A. Neely & A. P. Wilson, A Program to Overcome Sex Bias Barriers in Women's Qualifications for Vocational Administrative Posts, U.S. Department of Health, Education, Welfare, Office of Education, Bureau of Occupational and Adult Education, August 31, 1978.

In 1975, Kreps and Clark examined the changing composition of the labor force in a study for the National Manpower Policy Task Force. In this study they looked at the allocation of work and free time, worklife changes of married men and women, one-adult families in labor force activity, and worklives in transition. The implications of changes that have occurred in recent decades in the age and sex distribution of market work was examined. They focused primary attention on the way which shifts in the apportionment of market work are correlated with other changes. They examined changes in the measured rate of unemployment resulting from the increased female work force participation and possible shifts in the concept of unemployment, and the worklives of women and of men as they undergo significant changes. They examined the possible decrease in geographical mobility among two-career families; the impact of higher investments in female human capital and if it results in a reduced work life for males; if work patterns have changed the income distribution of earnings between men and women; and if there is validity to the persistent argument in favor of the payment of wages and fringes to women for work done in the home.

They found that older males expected decline in the labor force participation was much slower than actually occured and that projections of women's market rates have been understated. They found that a decline in family formation

has increased female labor force participation and that the rapid rise in the proportion of the labor force made by divorced women is striking. They determined that rules and regulations by both government and industry still do not speak to the needs special to women nor to the needs special to the older worker of either sex.[6]

The most useful study found by this researcher for designing a questionnaire that would aid in identifying sex related barriers to employment was one completed in 1973 by Patrica Mapp. Mapp's study, conducted for the Wisconsin Department of Industry, Labor and Human Relations was concerned with identifying barriers to women in trade apprenticeships. For her study, Mapp selected a relatively small geographical area in Wisconsin, designed a survey instrument, and administered that instrument to those employers who hired apprentices. She found that the absence of women in skilled trades had little to do with their ability or their unwillingness to work under conditions which are dirty, messy, noisy, etc.--since an average of 40 percent of the employers already had women working under those conditions. She also found that sex bias was less evident in those shops where women were already employed. However, even those employers who felt that women and men made equally good employees had no female apprentices.

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[6]Juanita Kreps and Robert Clark, Sex, Age, and Work: The Changing Composition of the Labor Force. Johns Hopkins University Press, Baltimore, Md., 1975.

She concluded that recruitment for female apprentices could best begin in those shops that presently hired women. And to hasten the recruitment of females, the employers should be better informed of the specifications of state and federal equal opportunity legislation.[7]

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[7]Patrica Mapp, Women in Apprentiship--Why Not? State of Wisconsin, Department of Industry, Labor and Human Relations, Division of Apprentiship and Training, Madison, Wisconsin, August, 1973.

SUMMARY

Literature located by this researcher indicated that hundreds of studies and articles concerned with sex-related inequalities in employment have been reported within recent years. However, few articles have discussed the way in which surveys can be constructed and administered which are concerned with how employer's attitudes affect hiring practices. Among the studies which were most helpful were:

Prather who provided a chart which demonstrated the legal and illegal areas of inquiry in interviewing and employment application.

Neely and Wilson's study which was designed to develop procedures to assist in eliminating barriers in women's qualifications for vocational administrative posts. In this study a questionnaire was designed and sent to a random sample of vocational education personnel. The survey results showed a few annual openings and a few differences between women aspirants and administrators on attitudes.

Kreps and Clark's examination of the changing composition of the labor force for the National Manpower Policy Task Force. They determined that rules and regulations by both government and industry still do not speak to the special needs of women or older workers of either sex.

Mapp's study for the Wisconsin Department of Labor which was concerned with identifying barriers to women in trade apprenticeships. In this survey an instrument was designed and administered to a limited number of employers who hired apprentices. She found that the absence of women in apprenticeships had nothing to do with their ability or willingness to work. She also found that sex bias in apprenticeships was less evident in those shops where females were already employed.

Chapter III

METHODOLOGY

Overview

The purpose of this study was to identify barriers to employment that are related to sex bias and sex role stereotyping. To accomplish this task it was necessary to select employers and to survey their hiring practices and hiring attitudes as they relate to sex bias and sex stereotyping.

Population

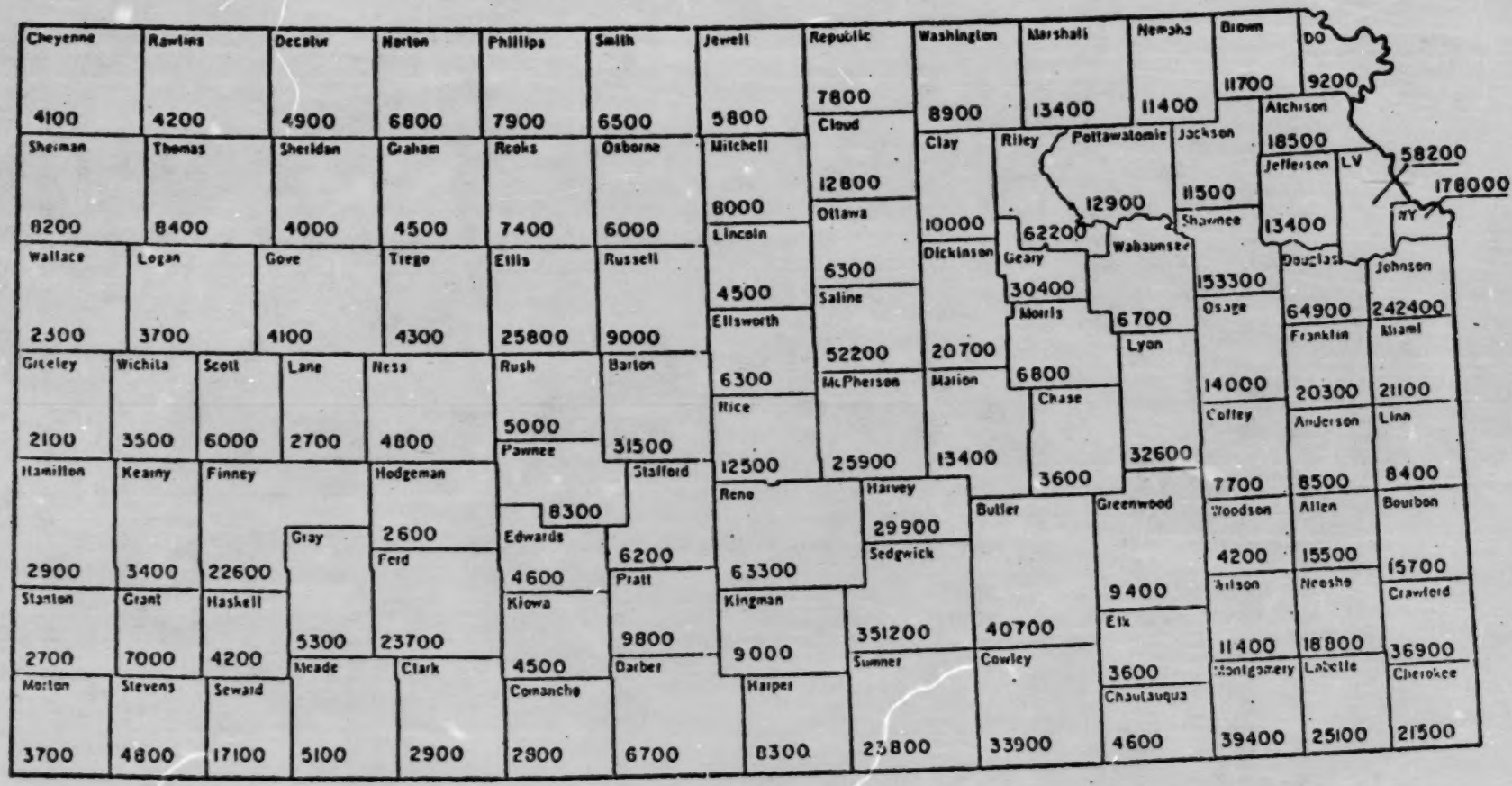
Since both time and money were factors influencing this investgation, it was necessary to limit the number and location of employers to be surveyed.

Selecting a particular geographical area in Kansas for the investigation of any problem concerned with types and sizes of employers invariably presents a serious experimental dilemma. The distribution of the population of Kansas is so out of balance that figures derived from the investigation can be misleading if not properly explained. Figure I shows the population of each county in Kansas for July 1, 1976. This Figure demonstrates that the Eastern half of the state is more densely populated than the Western half. However, this figure also demonstrates that there are at least

three geographical areas that contain rather heavy concentrations of population. These areas are Shawnee County which contains the city of Wichita, and Johnson and Wyandotte Counties which contain the cities of Kansas City, Overland Park and Shawnee Mission. (See Figure 1 - page 21.)

In order to give a broader scope to the project and at the same time obtain as much attitudinal information from as large a number and as wide a variety of employers as possible it was decided that there should be a sampling from both an urban and a rural population. However, working within the time and budget limitations and at the same time attempting to present attitudes as typical of Kansas, made the choice of sites for both urban and rural experimentation important.

While no one county in Kansas exactly matches the average employment pattern of the entire state of Kansas, however, after careful consideration Montgomery County Kansas was selected as the rural geographical region to be studied. This county, located in the Southeastern part of the state, contained a wide variety of employers of both size and type and it appeared that the average rate of employment and unemplo-ment compared closely with the rate of the State of Kansas. Before this target population could lend credence to the investigation, however, it had to be determined whether there was a significant difference in the percentages in the employed population of Montgomery County and of the State of Kansas. Information was obtained from the Department of Human



Kansas Total Population = 2,310,000

Figure 1. Kansas Counties Population, July 1, 1976

Resources, Division of Labor, which contained the employment figures for various labor catagories. Table I contains employment figures for Kansas and for Montgomery County.

Using the percent of total employed population in Kansas and of total employed population in Montgomery County, a confidence interval was set up about the proportion of the existing employed population in Montgomery County. The confidence interval was set at 95 percent certain that the confidence interval would contain the population proportion within certain areas. The following formula was used with π equal to the percent of population and N equal to the value in each group.

$$\pi \pm 1.96\sqrt{\pi\,(1-\pi)/N}$$

TABLE I

1977 EMPLOYMENT FIGURES FOR KANSAS AND MONTGOMERY CO.*

	KANSAS	MONT. CO.
Unemployment rate	3.9	3.5
Employed population	1,064,700	19,175
Farm	74,900	700
Manufacturing (durable & nondurable)	167,700	6,175
Mining	11,400	325
Contract Construction	44,000	550
Transportation, Communication, Utilities	57,700	1,125
Wholesale and retail trade	208,800	2,975
Finance, insurance & real estate	41,500	475
Services	148,500	1,725
Government	175,000	2,625

*Taken from Department of Human Resoures, Division of Labor. Furnished by Fred A. Rice, Chief of Research and Analysis Section.

Table II (page 24) indicates the results of the confidence interval. It should be explained that the results of the interval reflect closely the recent history of Montgomery County. This county is a part of a nine-county regional development project which was begun in the 1960's. Through federal and state funding, research has been conducted and plans have been designed for resource and economic development throughout the nine-county area. Extensive effort on the part of a number of agencies has brought about spectular industrial development over a short period of time. For example, a report published in 1972 by the Resource Conservation and Development Commission indicated that the number employed in the nine-county region in 1960 was 12,795. Employment had increased to 16,500 by 1970.[1] By 1977, the Department of Human Resources, Division of Labor released employment figures of 19,175 for Montgomery County alone. The success of the industrial development is reflected in the confidence interval by the rapid growth in the percentage of those employed in manufacturing, and confirmed by the fact that the percent of those employed in trade and services have not managed to keep pace in such a short time.

Some of the areas of employment were outside the confidence interval. Farming, for example, was outside the interval

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[1] RC&D Project Plan -- Southeast Kansas, Prepared by the Resource Conservation and Development Commission for the U.S. Department of Agriculture, Soil Conservation Service, Salina, Kansas, 1972. p. 89.

on the low side. This indicates that the sample drawn from Montgomery County is proportionally less than those employed in farming on a statewide basis. For those missed on the high side the reverse of this statement is true.

TABLE II

MONTGOMERY COUNTY CONFIDENCE INTERVAL

	Percent Employed in Kansas	Conf. Int. Mont. Co.	Within 95 percent Conf. Int.	Low-High
Farming	7	+.0545 -.0248	No	Low
Manufacturing	16	+.3116 -.3081	No	High
Mining	1	+.0352 -.0048	Yes	--
Construction	4	+.0443 -.0157	Yes	--
Transportation	5	+.0614 -.0586	Yes	--
Trade	20	+.1732 -.1468	No	High
Finance	3	+.0326 -.0074	Yes	--
Services	14	+.1035 -.0765	No	High
Government	15	+.1533 -.1267	Yes	--

Selecting a geographical site for study of urban employer hiring attitudes and practices posed less an experimental problem. Nevertheless, careful consideration was again given to the selection of an experimental study site. Figure I (page 21) demonstrates there are only three geographical areas in Kansas with significant population concentrations. These areas are Sedgwick County, Shawnee County and Johnson and Wyandotte Counties.

Shawnee County was rejected for study because it was limited in variety of employers. It was felt the results of the study might be misleading since the state capital, Topeka, is located in Shawnee County and an exceptionally large percentage of the work force is employed by the State of Kansas.

Johnson and Wyandotte Counties were rejected for study because of their geographical location. While there is a wide variety of employers situated in these counties, it was felt that here, too, the results of the study might be misleading since a large percentage of the workers who reside in these counties are employed by firms located in the state of Missouri.

Sedgwick County, which is composed almost entirely of the city of Wichita, was selected as the urban geographical site for study because it contains the largest concentration of population and because it has the greatest variety of employers of both size and type. Sedgwick County is centrally

located within the state and there are no special problems associated with exceptionally large numbers of government workers or out of state workers.

While it is true that Sedgwick County does contain a high concentration of employers engaged in aircraft manufacturing, it was felt that given the limited number of urban population centers in Kansas, and the diversity of industries associated with aircraft manufacture, that Sedgwick County provided the best site for experimental study and would produce the most meaningful results.

Instrument

Because the survey instrument was to measure attitudes concerned with sex equity in the world of work, a literature study was begun. Only a very limited amount of literature was located by this researcher that would aid in developing an instrument to survey employer hiring practices. However, since there was an overwhelming abundance or reported attitudes concerned with the general topic of sex equity in the world of work, the review of literature was extremely beneficial in determining which attitudes are historically prevelant.

The prevelant attitudes were first listed then arranged as questions in a format that could hopefully be answered by employers in a thirty minute personal interview. This questionnaire was then submitted to vocational education experts

for review and analysis. In December a meeting of those experts was called. At this meeting each item on the questionnaire was considered, revised, and refined.

The instrument was then administered to three sample employers. The results of this administration, along with comments from the employers, was then discussed once more with the experts for their final approval.

The instrument was then reproduced and made ready for total survey administration throughout Montgomery County and Sedgwick County. A copy of the final instrument can be found in Appendix A.

Sampling Procedure

The basic objective in subject selection for this research project was to choose employers of various sizes and types in Montgomery County and Sedgwick County who employed more than five persons. This necessitated identifying: 1) location of employer, 2) identification of employer, 3) number of employees, and 4) type of employment offered.

Fortunately, this information is reported to the Department of Human Resources, Division of Labor by employers throughout Kansas. A computer read-out containing the following information was obtained from the Kansas Job Service Center Analysis Section:

1. Name of firm
2. Address of firm
3. Zip Code

4. Number of employees
5. Number of male employees
6. Number of female employees
7. Standard Industrial Classification number (S.I.C.)

The S.I.C. number is a number assigned to various types of employers. S.I.C., was developed by the U.S. Bureau of the Budget and prepared by the Office of Statistical Standards. The manual was developed for use in classification of establishments by the type of activity in which it is engaged. It serves as a means for promoting uniformity and comparability of the presentation of statistical data and it covers the entire field of economic activity. The structure of the system makes it possible to classify establishments by industry on a two-digit, a three-digit, or a four-digit, according to the degree of detail in information which may be needed. It consists of major divisions (each numbered) such as agriculture, mining, manufacturing, etc., which are then subdivided and given a number, then sub-divided and given an additional number. For example:

Wholesale trade	50
Groceries	504
Groceries, general	5041
Groceries, frozen food	5042

For this research project for Montgomery County and for Sedgwick County a grid was drawn. Since the project was limited to the ten major classification groups listed in the S.I.C. Manual, these group numbers were placed across the top

of each grid. They included:

01-09 Agricultural Production
This major group included establishments primarily engaged in the production of crops or plants such as farms, ranches, dairies, greenhouses, nurseries, animal husbandry, forestry and fisheries. (Code number 0 in this report.)

10-14 Mining
This major group included establishments engaged in mining in the broad sense, such as: extraction of minerals, metals, solid, liquids, and gasses.

15-17 This group includes contractors engaged in the construction of residences, farm industrial, commercial, public or other building. Highway construction, heavy construction and special trade contractors.

18-19 This group includes establishments engaged in manufacturing artillary, small arms and related equipment.

For purposes of this research these three were placed on the grid as one catagory and given code number 1. This was done because there were such limited numbers of employers engaged in mining and related contracting, and in manufacturing of artillary or small arms in both Montgomery County and Sedgwick County.

20-29 Manufacturing
Food and beverages for human consumption, tobacco products, textile products, apparel and finished products, lumber and wood products, furniture and fixtures, paper products, printing, publishing, industrial inorganic and organic, chemicals, petroleum refining. (Code number 2)

30-39 Manufacturing
Rubber and plastics, leather products, stone, glass and clay products, concrete, gypsum and plaster products, primary metal products, fabricated metal products, machinery, electrical equipment, transportation equipment, professional and scientific equipment. (Code number 3)

40-49 Transportation, Communications, Electric, Gas and Santitary Services. (Code number 4)

50-59 Wholesale and retail trade -- all types (Code number 5)

60-69 Finance, insurance and real estate (Code number 6)

70-79 Services
Establishments primarily engaged in rendering a wide variety of services to industry and business establishments including amusement, lodging, repair. (Code number 7)

80-89 Services -- health, legal and non-profit organizations (Code number 8)

91-94 Government (Code number 9)

The left side of the grid listed number of employees hired by an employer that might possibly typify hiring attitudes. These included: 5 to 25, 26 to 100, and 101 and over.

A tally was taken from the read-out sheet furnished by the Department of Human Resources of each employer who had more than five employees. This tally was placed in the proper slot within the grid. The grid then provided a picture of the number of employers of the various types and sizes within Montgomery County and Sedgwick County. Since the geographical area of Montgomery County is so limited, it was decided that the location of employers within the county was not an influencing factor concerning hiring practices and attitudes. Therefore, no effort was made to isolate various employers by city within Montgomery County.

A sampling was then taken from each slot within the grid. In order to make the sampling as adequate as possible,

it was determined that in slots which contained less than three employers, all would be interviewed. In slots that contained less than three employers, all would be interviewed. In slots that contained three or more, then a random sample of three would be taken from each slot. This random sample was accomplished by putting all firm names on an equal size piece of paper, placing them in a hat and drawing three names. If for any reason it was impossible to interview any of the names that were drawn, the reason was noted and a replacement was drawn.

A list of all firm names and their addresses was made for both Montgomery County and Sedgwick County to be used for interviewing purposes. However, all firms were protected by the Kansas State University President's Committee on involving human subjects and no firm names or individual names were ever revealed in this research project.

Administration of Survey Instrument

Once the proper sampling had been determined, appointments were scheduled with those persons in charge of hiring at the various places of employment. Each copy of the survey instrument was coded by the researcher to assure complete privacy for those being interviewed and a statement to that effect was read to each individual being interviewed. The instrument was then administered by personal interview. Comments and asides were also recorded.

Statistical Treatment

A Chi Square Test of Independence was utilized to determine if there was a significant difference between Montgomery County and Sedgwick County employer attitudes and hiring practices when measured in relationship to type of employment, as determined by S.I.C., and size of employment, as determined by catagories i.e. 5-25, 26-100 and 101 and over.

The Chi Square Test of Independence is an extremely useful statistical procedure for determining whether two nominal (or higher order) measures are related. If one of the variables is group membership and the other a criterion of some sort, the test may be used to determine if two or more populations are distributed in the same way with respect to the criterion.[2]

A Chi Square value is calculated where the size of the value is determined by the discrepancies in the match of the two data groups with respect to the criterion; the value being higher where the discrepancy is greater. If the Chi Square value is greater than some predetermined figure, then a significant difference is said to exist. The confidence in which this statement can be made rests on the predetermined value selected. In this study,

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[2]John T. Roscoe, Fundamental Research Statistic for the Behavioral Sciences, (New York: Holt, Rinehart and Winston, Inc., 1969), p. 286.

ninety-five percent confidence will be acceptable, and the figure will be selected on this basis.

To calculate Chi Square (X^2) the following formula was used:[3]

$$X^2 = \frac{(O_{ij} - E_{ij})^2}{E_{ij}}$$

where:

$$E_{ij} = \frac{R_i C_j}{N}$$

where:

E_{ij} = the expected frequencies for cells in row i, column j

R_i = the sum of the frequencies in row i

C_j = the sum of the frequencies in column j

N = the sum of the frequencies for all cells

[3]John T. Roscoe, Fundamental Research Statistic for the Behavioral Sciences, (New York: Holt, Rinehart and Winston, Inc., 1969), p. 286.

SUMMARY

The purpose of this study was to identify sex-related barriers to employment. To accomplish this task it was necessary to select certain employers and to survey their hiring practices and hiring attitudes.

Sedgwick County was selected as the urban geographical region to be studied. Using employment figures furnished by the State Department of Labor, a confidence interval was set up. This confidence interval was to help determine whether there was a significance difference in the percentages of the employed population of Kansas and of Montgomery County. The results were satisfactory.

With the aid of a panel of experts, a survey instrument was then designed. The instrument was administered to a small sample of employers, then, again, with the aid of the experts, the instrument was refined.

Once completed and tested, the instrument was then administered to a random sample of employers of various types and sizes in both Montgomery County and Sedgwick County, Kansas.

Chapter IV

FINDINGS

In order to facilitate the organization and readability of the outcome of all the information obtained from the results of this survey, this chapter will follow the pattern outlined in the survey instrument used for the project. However, before beginning the analyzation of the results, an explanation of the framework of the instrument might benefit the reader in understanding the outcomes.

Instrument Design

The instrument itself was designed with two basic goals in mind: (1) to obtain information revelant to the purposes of the survey and (2) to collect information with maximun readibility and validity. Because the basic objective of the survey was to identify hiring practices and attitudes concerned with sex barriers to employment, it was necessary to motivate the respondent to cooperate and at the same time promote accurate recall. The personal interview was selected as the technique most likely to facilitate this cooperation and accuracy.

Because attitudinal information was essential to identifying sex related barriers to employment, it was necessary

to provide opportunities for open and free discussion. However, this factor necessitated that trust be established between the interviewer and the respondents if communication was to flow naturally. Since numerical information is less threatening than attitudinal information, therefore, the first five questions on the survey instrument were designed to deal only with the number of certain types of employees.

Questions six and seven asked for opinions. However, these questions could be answered by closed or structured responses. This made it easy for the respondent to answer, but at the same time provided an opportunity for comment on sensitive or unpleasant subjects.

Questions eight through twelve asked for both number of male and female supervisors and opinions concerned with these supervisors.

Question thirteen merely asked for the number of males and females employed in management or administration.

Questions fourteen through twenty-six were all attitudinal in nature and dealt with hiring practices and employer-employee relationships. Some of these questions asked for a structured response others asked for a free or open ended response. All provided an opportunity for additional comment. Since this survey was sponsored by the Division of Vocational Education, question twenty-two was inserted into this group to provide additional information

concerned with present vocational programs.

Questions number twenty-seven and twenty-eight were entirely open ended and asked frankly for the respondents opinion concerning sex related barriers to employment.

Sampling Technique

The sampling technique used for this survey called for taking a tally from a list furnished by the State Department of Labor of all employers in both Montgomery County and Sedgwick County which hired more than five persons. This tally was placed on grids which provided both size and type of employer. One grid was drawn for Montgomery County and another grid for Sedgwick County. A sample was taken from each slot on the grids. The sample was randomized by placing all firm names on a piece of paper of equal size and drawing three firm names from each slot. If for any reason it was impossible to interview any of the firms drawn, a replacement was drawn. This technique posed very few problems.

As the project was begun phone calls were made and interview appointments set up with employers whose names had been drawn. Because this proved to be quite time consuming for the interviewer, eventually "drop-in" calls were made and the interviewing process was speeded up. In fact, by the time the interviewing phase of the project was nearly completed, appointments were made with only the larger firms.

Nearly all firms were cooperative. However, smaller businesses were especially cooperative and in most cases eager to express opinions. Perhaps this was because they have been often overlooked and ignored in most types of experimental educational projects. For example, through the entire interviewing process, only seven firms refused to give an interview. Four of these firms simply said they were not interested. Three firms made so many appointments and broke them so many times that another firm name was drawn from that particular slot. Five of the firms which refused an interview were larger manufacturers. It was impossible to determine whether the purpose of the interview was the reason for their refusal.

In many cases the number of various types of employees given by larger firms were approximate. Job descriptions were not necessarily broken down into catagories that correlated with the survey instrument used for this project. Quite often, managers of various departments were in charge of hiring and they were not readily available for interview. Therefore, estimated figures were used in some cases. Table III indicates the number of respondents in each firm size catatory, the number of employees in each type job, and the total number of employees within the firm size catagory in Montgomery County. Twenty-eight firms were interviewed in the 5 to 25 employee catagory. A total of 1374 employees were included in this group. Sixteen firms were interviewed

in the 101 or more employee catagory. A total of 5,194 employees are included in this group.

TABLE III

TOTAL NUMBER OF TYPES OF EMPLOYEES IN MONTGOMERY COUNTY

Sizes	5-25	26-100	101-more
Total Respondents	28	24	26
Clerical	38	228	660
Clerical Supervisors	3	42	99
Unskilled	115	493	2271
Skilled	196	411	2302
Production Supervisors	28	105	116
Management	59	95	146
Total	439	1374	5194

Table IV indicates the number of respondents in each firm size catagory, the number of employees in each type job, and the total number of employees within the firm size catagory in Sedgwick County. Thirty firms were interviewed in the 5-25 employee catagory. A total of 592 employees were included in this group. Twenty-nine firms were interviewed in the 26-100 employee catagory. A total of 1890 employees were included in this group. Twenty-seven firms were interviewed in the 101 or more employee catagory. A total of 24,328 employees are included in this group. There was a total of 164 firms interviewed in the experimental project. These firms represented a grand total of 28,184 employees.

TABLE IV

TOTAL NUMBER OF TYPES OF EMPLOYEES IN SEDGWICK COUNTY

Sizes	5-25	26-100	101-more
Total Respondents	30	29	27
Clerical	58	250	2098
Clerical Supervisors	5	15	191
Unskilled	246	738	9039
Skilled	187	660	9922
Production Supervisors	41	134	457
Management	54	93	246
Total	592	1890	21953

Questions One through Five

In an attempt to more accurately ascertain various numbers of male and female employees and to help determine whether their present work roles were traditional or non-traditional, it was decided that information concerned with types of jobs would benefit most. Because traditionally office or clerical jobs have fallen to female workers, the first three questions were aimed at isolating this group. It was felt that once these employees were separated and counted, there could be a more accurate accounting of the production workers and less risk of a double count of both male and female workers. However, the work skills and work habits of these employees were taken into consideration in all other survey questions that were aimed at identifying employer attitudes and hiring practices. Table V demonstrates the total number of female clerical workers, female clerical supervisors, male clerical workers, and male clerical supervisors that are employed in each of the major classification groups as identified by the S.I.C. Manual for firms who employ from 5 to 25 workers.

TABLE V

CLERICAL WORKERS AND CLERICAL SUPERVISORS

FIRMS WITH 5-25 EMPLOYEES

Type Firm	Female		Supervisors		Male		Supervisors	
	M*	S*	M	S	M	S	M	S
0	3	2	0	0	0	1	0	0
1	3	4	0	0	0	0	0	0
2	3	3	0	0	0	0	0	0
3	4	4	1	0	1	0	0	0
4	4	3	1	0	1	0	0	0
5	3	3	0	0	1	0	0	0
6	5	11	0	2	0	0	0	0
7	3	6	0	1	0	0	0	0
8	6	8	1	1	0	0	0	0
9	1	7	0	1	0	0	0	0
TOTALS	35	51	3	5	3	1	0	0

*M = Montgomery County
*S = Sedgwick County

Table VI demonstrates the total number of female clerical workers, female clerical supervisors, male clerical workers, and male supervisors that are employed in each of the major classification groups as identified by the S.I.C. Manual for firms which employ from 26-100 workers.

TABLE VI

CLERICAL WORKERS AND CLERICAL SUPERVISORS

IN FIRMS WITH 26-100 EMPLOYEES

Type Firm	Female		Supervisors		Male		Supervisors	
	M*	S*	M	S	M	S	M	S
0	0	5	0	0	0	0	0	0
1	11	7	2	1	0	0	0	0
2	15	10	1	1	0	0	0	0
3	18	12	3	2	4	0	1	0
4	2	7	0	0	0	0	0	0
5	4	9	0	0	0	1	0	2
6	112	125	15	12	18	15	10	11
7	10	10	3	3	0	0	0	0
8	22	22	4	5	0	0	0	0
9	12	12	2	3	0	0	0	12
TOTALS	206	219	30	27	22	32	12	24

*M = Montgomery County
*S = Sedgwick County

Table VII demonstrates the total number of female clerical workers, female clerical supervisors, male clerical workers, and male supervisors that are employed in each of the major classification groups as identified by the S.I.C. Manual for firms which employ 101 or more workers.

TABLE VII

CLERICAL WORKERS AND CLERICAL SUPERVISORS

IN FIRMS WITH 101 OR MORE WORKERS

Type Firm	Female		Supervisors		Male		Supervisors	
	M*	S*	M	S	M	S	M	S
0	0	0	0	0	0	0	0	0
1	12	45	3	5	3	0	0	2
2	19	54	2	8	1	9	1	0
3	149	455	31	10	43	111	7	20
4	166	32	19	1	79	3	16	2
5	0	77	0	14	0	17	0	8
6	0	458	0	36	0	109	0	16
7	0	84	0	8	0	12	0	3
8	86	86	5	5	6	6	3	3
9	83	411	8	18	13	129	4	2
TOTALS	515	1702	68	105	145	396	31	56

*M = Montgomery County
*S = Sedgwick County

The first three questions seem to verify the concept that traditionally clerical and office jobs have fallen to female workers--at least in these two Kansas Counties. All employers sampled, employed a larger percentage of female clerical workers than male clerical workers regardless of the size or type of business. Table VIII demonstrates the percent of female clerical workers, percent of male clerical workers, percent of female clerical supervisors, and percent of male clerical supervisors for all sizes and types of firms. No significant difference was found between Montgomery County and Sedgwick County in the percentage of clerical workers or clerical supervisors.

TABLE VIII

FEMALE AND MALE CLERICAL WORKERS

FEMALE AND MALE CLERICAL SUPERVISORS

	5-25		26-100		101-more	
	No.	Percent	No.	Percent	No.	Percent
# Respondents	58	100*	24	100*	43	100*
# Total Clerical	90	100	479	100	2758	100
# Female Clerical	86	96	425	89	2217	80
# Male Clerical	4	4	54	11	541	20
# Female Supervisors	4	100	57	61	173	67
# Male Supervisors	0	0	36	39	87	33

*Rounded to nearest figure

However, it is interesting to note that as the business size increased and the number of clerical employees and clerical supervisors increased that the percentage of male supervisors did increase significantly.

Of those employers sampled which hired from 5 to 25 workers, 96 percent of the clerical work force were female. While most of the owners of these small businesses supervised their own clerical workers, of the four supervisors who were listed, none was male.

Of those employers which hired from 26 to 100 workers, 89 percent of the clerical work force were female and 39 percent of the supervisors were male.

Of those employers which hired 101 or more workers, 80 percent of the clerical work force were female and 33 percent of the supervisors were male.

These first three questions posed little difficulty for either the interviewer or the respondents. However, question number three which asked how many of the clerical work force were skilled and how many were unskilled did create discussion in a large number of instances as to the distinction between the terms skilled and unskilled. Because most employers interviewed felt that clerical workers were skilled whether they had obtained the skills on the job or through previous technical training, this distinction could have been blurred. And because this was an opening question on the survey instrument and the interviewer

was eager to establish rapport and a communication flow with each respondent, this distinction was dropped in most cases and only listed in cases where it gave the respondent no difficulty in distinction.

Table IX indicates the total number of respondents in each firm size catagory, the number of male and female unskilled production workers, the percentage of male and female unskilled production workers, and the number of firms sampled which employed only unskilled males or only unskilled females in production.

TABLE IX

UNSKILLED PRODUCTION WORKERS

Firm Size	5-25		26-100		101-more	
	M*	S*	M	S	M	S
Total Respondents	28	30	24	29	16	27
Female	63	88	112	150	987	2519
Female %	55	36	23	20	44	31
Male	52	158	381	588	1284	5545
Male %	45	64	77	70	56	69
Only Female	2	2	0	1	1	0
Only Male	4	7	11	9	3	0

*M = Montgomery County
*S = Sedgwick County

Table X indicates the total number of respondents in each firm size catagory, the number of male and female skilled production workers, the percentage of male and female skilled production workers, and the number of firms sampled which employed only skilled males or only skilled females in production.

TABLE X

SKILLED PRODUCTION WORKERS

Firm Size	5-25		26-100		101-more	
	M*	S*	M	S	M	S
Female	48	43	130	196	1209	2610
Female %	25	23	32	30	53	26
Male	148	144	281	464	1093	7312
Male %	75	77	68	70	47	74
Number of Firms Only Female	1	1	0	0	0	0
Only Male	8	9	11	8	0	0

*M = Montgomery County
*S = Sedgwick County

When these numbers of male and female workers were broken down into the various types of employment, it was found that of the types of firms which hired from 5 to 25 employees, a total of one hundred fifty-one females were employed in unskilled production jobs. The largest numbers of unskilled female workers, were employed by firms which were

primarily engaged in rendering a wide variety of services to business and industry and by firms engaged in wholesale and retail trade.

TABLE XI

TYPES OF UNSKILLED PRODUCTION WORKERS IN FIRMS WITH 5-25 EMPLOYEES

Type Firm	Female		Male	
	M*	S*	M	S
0	7	5	21	3
1	1	10	0	23
2	0	2	0	2
3	0	7	0	32
4	2	4	1	35
5	9	38	12	13
6	5	2	6	7
7	34	12	5	14
8	5	6	2	4
9	0	2	5	25
TOTAL	63	88	52	158

*M = Montgomery County
*S = Sedgwick County

A total of two hundred ten males were employed in unskilled production jobs by firms which hired from 5 to 25 employees. The largest number of unskilled males were

working for firms engaged in some sort of manufacturing. Calculations demonstrated a probility of 0.001 in firm type seven indicating a significant difference in hiring practices between Montgomery County and Sedgwick County. Table XI demonstrates the total number of unskilled female and unskilled male production workers employed in the ten major classification groups as identified by the S.I.C. Manual.

Of the types of firms sampled which hired from 26-100 workers, a total of two hundred sixty-two unskilled female production workers were employed. Again firms which dealt in services to industry and business employed the largest number of female workers.

A total of eight hundred sixty-nine males were employed in unskilled production jobs by firms which hired 26-100 employees. The largest number, a total of two hundred ninety-three were employed by firms engaged in manufacturing. Calculations demonstrated a probility of 0.009 in firms type three and a probility of 0.006 in firms five between Montgomery County and Sedgwick County indicating a significant difference in hiring practices between firms in Montgomery County and Sedgwick County in these two types of businesses. Table XII indicates the total number of female and male unskilled production workers employed in the ten major classification groups as identified by the S.I.C. Manual.

TABLE XII

TYPES OF UNSKILLED PRODUCTION WORKERS IN FIRMS WITH 26-100 EMPLOYEES

Type Firm	Female		Male	
	M*	S*	M	S
0	0	12	0	34
1	2	2	60	55
2	7	16	40	137
3	30	7	115	88
4	0	5	28	97
5	17	35	10	75
6	0	8	4	4
7	38	47	60	40
8	17	17	10	10
9	1	1	68	48
TOTALS	112	150	381	588

*M = Montgomery County
*S = Sedgwick County

Of the types of firms sampled in this survey which hired over 101 employees, a total of three thousand five hundred six unskilled production female workers were employed. The largest number of these female workers were employed by firms which were engaged in manufacturing.

A total of six thousand eight hundred twenty-nine males were employed in unskilled productions by firms which hired

more than 101 employees. The largest number of these unskilled male workers were engaged by firms which were engaged in manufacturing. Calculations demonstrated a probability of 0.000 in firms type one, two, and three and a probability of 0.006 in firms type four between Montgomery County and Sedgwick County indicating a significant difference in hiring practices in the four firms type. Table XIII

TABLE XIII

TYPES OF UNSKILLED PRODUCTION WORKERS IN FIRMS WITH 101-OVER EMPLOYEES

Type Firm	Female		Male	
	M*	S*	M	S
0	0	-	0	-
1	11	48	34	590
2	58	106	104	833
3	800	864	900	2050
4	10	250	40	360
5	0	950	0	1130
6	0	18	0	25
7	0	145	0	197
8	84	69	34	49
9	24	69	172	311
TOTALS	987	2519	1284	5545

*M = Montgomery County
*S = Sedgwick County

indicates the total number of female and male unskilled production workers employed in the ten major classification groups as identified by the S.I.C. Manual.

Of the firms sampled in the survey which hired from 5-25 workers, a total of ninety-one skilled female production workers were employed. The greatest number of these skilled female workers were employed by firms that provided health or education services, and finance, insurance, or real estate services.

A total of two hundred ninety-two males were employed in skilled production jobs by firms which hired from 5-25 workers. Of those workers most worked for firms engaged in manufacturing; providing transportation or utility services; or providing mining or contracting services. No statistical difference was found between Montgomery County and Sedgwick County in the hiring practices of skilled production workers in various types of firms. Table XIV indicates the total number of female and male skilled production workers employed in the ten major classification groups as identified by the S.I.C. Manual.

TABLE XIV

SKILLED PRODUCTION WORKERS IN FIRMS

WITH 5-25 EMPLOYEES

Type Firm	Female		Male	
	M*	S*	M	S
0	2	2	6	10
1	0	0	28	24
2	4	10	16	21
3	7	2	35	13
4	5	0	29	2
5	4	2	5	1
6	9	16	14	32
7	1	0	6	19
8	16	10	8	15
9	0	1	1	7
TOTALS	48	43	148	144

*M = Montgomery County
*S = Sedgwick County

Of the firms sampled in the survey which hired from 26-100 workers, a total of three hundred twenty-six skilled female production workers were employed. The greatest number of those skilled workers were employed by firms which provided health or education services. Of those workers, most worked for firms engaged in mining, construction, or contracting and firms engaged in manufacturing. Table XV

indicates the total number of female and male skilled production workers employed in the ten major classification groups as identified by the S.I.C. Manual. No statistical difference was found between Montgomery County and Sedgwick County in firm types.

TABLE XV

SKILLED PRODUCTION WORKERS IN FIRMS WITH 26-100 EMPLOYEES

Type Firm	Female		Male	
	M*	S*	M	S
0	0	20	0	49
1	0	62	130	130
2	55	0	0	18
3	0	13	25	76
4	0	4	2	25
5	13	27	17	53
6	0	8	0	20
7	4	5	7	6
8	58	57	90	77
9	0	0	10	10
TOTALS	130	196	281	464

*M = Montgomery County
*S = Sedgwick County

Of the firms sampled in the survey which hired 101 or more workers, a total of three thousand eight hundred nineteen skilled female production workers were employed. Two thousand fifty-eight of these skilled female workers were employed by firms engaged in manufacturing. Seven hundred seventy-three were employed by firms engaged in health or education services.

A total of eight thousand five skilled male production workers were employed by firms which hired 101 or more. The greatest number of these skilled male workers were employed by firms which were engaged in manufacturing. Table XVI indicates the total number of females and males who were skilled production workers employed in the major classification groups as identified by the S.I.C. Manual.

When over-all hiring patterns of Montgomery County and Sedgwick County were statistically compared, it was discovered that there was no significant differences in clerical workers and in skilled production workers in any size or type firm. However, there was a difference in hiring patterns in unskilled production workers in the two counties. In firms type three which hire from 26-100 workers, Montgomery County employers hire a significantly larger number of female unskilled workers. In firms type five, Sedgwick County employers hire a significantly larger number of unskilled female workers. In firms which hire 101 or more workers, Sedgwick County employers hire a significantly larger number of male unskilled workers than Montgomery County employers in firm types one, two, three and four.

TABLE XVI

SKILLED PRODUCTION WORKERS IN FIRMS

WITH 101 OR MORE EMPLOYEES

Type Firm	Female		Male	
	M*	S*	M	S
0	0	0	0	-
1	3	2	49	305
2	105	28	45	130
3	683	1375	516	5850
4	38	440	205	105
5	0	85	0	80
6	0	239	0	203
7	0	16	0	167
8	372	401	56	201
9	8	24	222	271
TOTALS	1209	2610	1093	7312

*M = Montgomery County
*S = Sedgwick County

Questions Six and Seven

Question six asked: "Do you find that male and female workers make equally good employees in the shop?" If the respondent indicated that it was not the case or that it depended on circumstances, an explanation was called for.

Only five respondents who were sampled in the 5-25 employee group answered anything other than males and females make equally good employees. One respondent, a metal pattern maker, stated he had never had women apply in his shop. The one respondent, an auto parts dealer, stated: "I've tried women but they know so little about auto-tractor parts, they soon quit." The other three merely said men are better workers than women.

In the 26-100 employee catagory, only three respondents indicated anything other than male and female workers are equally good employees. One respondent, a manufacturer of wood products stated: "Women are absent a lot." He added, "Older women are better than younger women." Two respondents within this catagory, a supplier of welded oil field equipment and a meat packing plant operator, indicated only that they had no women production employees nor had any applied.

Only one employer of over 101 workers, a provider of utility services, stated anything other than equally good for male and female shop employees. This respondent said: "Once hired a female as mail boy but the sacks were too heavy."

Question seven asked: "With respect to the specific aspect of work I will read, do you think that males are better, there is no difference, or that females are better." Ten different aspects were read.

Table XVII demonstrates that in the 5-25 employee group that forty-five firms sampled felt there was no difference in the absentism of males and females and thirteen thought males were better. Of these eight respondents, four were manufacturers, three were engaged in health or education services.

In the 26-100 employee group, thirty-seven firms felt there was no difference in the absentism of males and females. Fifteen respondents thought males were better. Of the fifteen, six were engaged in manufacturing, four were engaged in wholesale or retail trade, two were engaged in providing financial, insurance, or real estate services, and three were engaged in providing services to business or industry. One respondent engaged in providing finance, insurance or real estate services thought females were better.

In the 101 or more employee group, twenty-one respondents felt there was no fifference in absentism between males and females and twenty-two felt that males were absent less. Of this twenty-two, six were engaged in manufacturing, one was engaged in transportation, communications, or utility services, three were engaged in wholesale or retail trade, three were engaged in providing services to business

and industry, six were engaged in health, legal or education services, and three were engaged in government. It is interesting to note that only one respondent from any type or size of firm felt that females were absent less than males. When statistically computed it was found that there was no significant difference between Montgomery and Sedgwick County employer attitudes on absentism in any type or size firm.

TABLE XVII

a. ABSENTISM

Type	5-25						26-100						101-Over					
	MB*		ND*		FB*		MB		ND		FB		MB		ND		FB	
	M*	S*	M	S	M	S	M	S	M	S	M	S	M	S	M	S	M	S
0	0	0	3	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0
1	0	0	3	3	0	0	0	0	3	3	0	0	0	0	1	3	0	0
2	0	1	3	2	0	0	1	2	2	1	0	0	1	0	2	3	0	0
3	1	2	2	1	0	0	0	3	3	0	0	0	3	2	0	1	0	0
4	0	0	3	3	0	0	0	0	1	3	0	0	1	0	2	3	0	0
5	1	2	2	1	0	0	3	1	0	2	0	0	0	3	0	0	0	0
6	0	0	3	3	0	0	2	0	1	2	0	1	0	0	0	3	0	0
7	2	3	1	0	0	0	3	0	0	3	0	0	0	3	0	0	0	0
8	1	0	2	3	0	0	0	0	3	3	0	0	3	3	0	0	0	0
9	0	0	1	3	0	0	0	0	2	2	0	0	3	0	0	3	0	0
T*	5	8	23	22	0	0	9	6	15	22	0	1	11	11	5	16	0	0

*MB = Males Better
*ND = No Difference
*FB = Females Better
*T = Total

Table XVIII demonstrates that in the 5-25 employee group, forty-four firms felt there was no difference in the turnover of males and females and fourteen felt males were better. Of these firms, four were engaged in manufacturing, four were engaged in wholesale or retail trade, four firms were engaged in providing services to business and industry and one was engaged in providing health, legal, educational, or non-profit services.

In the 26-100 employee group, thirty-three firms felt there was no difference in turnover between males and females. Seventeen felt males were better. Of these seventeen firms, three were engaged in manufacturing, four were engaged in wholesale or retail trade, one was engaged in finance, insurance or real estate, six firms were engaged in providing services to business and industry and three were engaged in providing health, legal educational or non-profit services. Three respondents felt that females were better than males in turnover. Of these three, one was engaged in wholesale or retail trade, one was engaged in health, legal or educational services, and one was engaged in government.

In the 101 or more employee group, twenty respondents felt that there was no difference in turnover between males and females, and twenty-three felt males were better. Of that twenty-three, eight were engaged in manufacturing, three were engaged in transportation, communication or utility services, three were engaged in wholesale or retail

trade, three were engaged in providing services to business and industry, four were engaged in health, legal or educational services, and two were engaged in government. None of the respondents who hired 101 or more workers felt that females were better than males in so far as turnover was concerned. When statistically computed it was found that there was no significant difference between Montgomery County and Sedgwick County employer attitudes on turnover in any type or size firm.

TABLE XVIII

b. TURNOVER

Type	5-25						26-100						101-Over					
	MB*		ND*		FB*		MB		ND		FB		MB		ND		FB	
	M*	S*	M	S	M	S	M	S	M	S	M	S	M	S	M	S	M	S
0	0	0	3	3	0	0	0	0	0	3	0	0	0	0	0	3	0	0
1	0	0	3	3	0	0	0	0	3	3	0	0	0	0	1	0	0	0
2	0	1	3	2	0	0	0	0	3	3	0	0	1	3	2	0	0	0
3	0	3	3	0	0	0	1	2	2	1	0	0	1	3	2	0	0	0
4	0	0	3	3	0	0	0	0	1	3	0	0	3	0	0	3	0	0
5	1	3	2	0	0	0	1	3	1	0	1	0	0	3	0	0	0	0
6	0	0	3	3	0	0	1	0	2	3	0	0	0	0	0	3	0	0
7	1	3	2	0	0	0	3	3	0	0	0	0	0	3	0	0	0	0
8	0	2	3	1	0	0	0	3	2	0	1	0	3	1	0	2	0	0
9	0	0	1	3	0	0	0	0	1	2	1	0	2	0	1	3	0	0
T*	2	12	26	18	0	0	6	11	15	18	3	0	10	13	6	14	0	0

*MB = Males Better
*ND = No Difference
*FB = Females Better
*T = Totals

Table XIX demonstrates that in the 5-25 employee group, fifty-four firms felt there was no difference in production between male and female workers. Four firms felt that females were better. Of these four one firm was engaged in wholesale or retail trade, two firms were engaged in providing services to business and industry and one firm was engaged in providing health, legal or educational services.

TABLE XIX

c. PRODUCTION

Type	5-25						26-100						101-Over					
	MB*		ND*		FB*		MB		ND		FB		MB		ND		FB	
	M*	S*	M	S	M	S	M	S	M	S	M	S	M	S	M	S	M	S
0	0	0	3	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0
1	0	0	3	3	0	0	0	0	3	3	0	0	0	0	1	3	0	0
2	0	0	3	3	0	0	0	0	3	3	0	0	0	0	3	3	0	0
3	0	0	3	3	0	0	0	0	3	3	0	0	0	0	1	1	2	2
4	0	0	3	3	0	0	0	0	0	2	1	1	0	0	3	2	0	1
5	0	0	2	3	1	0	0	0	3	2	0	1	0	0	0	3	0	0
6	0	0	3	3	0	0	0	0	3	3	0	0	0	0	0	3	0	0
7	0	0	1	3	2	0	0	0	2	3	1	0	0	0	0	3	0	0
8	0	0	2	3	1	0	0	0	3	3	0	0	0	0	3	3	0	0
9	0	0	1	3	0	0	0	0	2	2	0	0	0	0	3	3	0	0
T*	0	0	24	30	4	0	0	0	22	27	2	2	0	0	14	24	2	3

*MB = Males Better
*ND = No Difference
*FB = Females Better
*T = Totals
*M = Montgomery County
*S = Sedgwick County

In the 26-100 employee group, forty-nine respondents felt there was no difference between males and females in production. Four firms felt females were better, two of these firms were engaged in transportation, communications or utility services, one was engaged in wholesale and retail trade and one was engaged in providing services to business and industry.

In the 101 or more employee group, thirty-eight firms felt there was no difference between male and female workers in production. Five firms felt females were better. Four of these firms were engaged in manufacturing and one was engaged in providing transportation, communication or utility services.

It is interesting to note that no firm of any size or type felt that males were better production workers than females. When statistically computed it was found that there was no significant difference between Montgomery County and Sedgwick County employers attitudes on production in any type or size firm.

Table XX demonstrates that in the 5-25 employee group, fifty-five respondents felt there was no difference between males and females in their ability to get along with fellow workers. One respondent, a firm that provides services for business and industry, and one respondent, a firm that is engaged in wholesale or retail trade, felt that males were better in this aspect.

TABLE XX

d. ABILITY TO GET ALONG WITH FELLOW WORKERS

Type	5-25						26-100						101-Over					
	MB*		ND*		FB*		MB		ND		FB		MB		ND		FB	
	M*	S*	M	S	M	S	M	S	M	S	M	S	M	S	M	S	M	S
0	0	0	3	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0
1	0	0	3	3	0	0	0	0	3	3	0	0	0	0	1	3	0	0
2	0	0	3	3	0	0	0	0	3	3	0	0	0	0	3	3	0	0
3	0	1	3	2	0	0	0	0	3	3	0	0	0	0	2	3	1	0
4	0	0	3	3	0	0	0	0	1	3	0	0	2	1	1	2	0	0
5	0	1	3	2	0	0	1	1	2	2	0	0	0	0	0	3	0	0
6	0	0	3	3	0	0	0	0	3	3	0	0	0	2	0	1	0	0
7	1	0	2	3	0	0	0	0	3	3	0	0	0	2	0	1	0	0
8	0	0	3	3	0	0	2	0	1	3	0	0	0	0	3	3	0	0
9	0	0	1	3	0	0	0	0	2	2	0	0	0	0	3	3	0	0
T*	1	2	27	28	0	0	3	1	21	28	0	0	2	3	13	24	1	0

*MB = Males Better
*ND = No Difference
*FB = Females Better
*T = Totals

In the 26-100 employee group, forty-nine respondents felt that there was no difference in males and females in their ability to get along with their fellow workers. Four felt that males were better. Of these four, two were firms engaged in wholesale or retail trade, and two were engaged in providing services to business and industry.

In the 101 or more employee group, thirty-seven felt there was no difference in males and females in their ability to get along with their fellow workers. Three respondents, engaged in providing transportation, communication, or utility services, and two respondents engaged in providing financial, legal or real estate services, thought males were better. One respondent, engaged in manufacturing, thought females were better. When statistically computed no significant difference was found between Montgomery County and Sedgwick County employers in their attitude towards male and female ability to get along with fellow workers.

Table XXI demonstrates that in the 5-25 employee group, fifty-six respondents felt there was no difference in males and females in their willingness to accept supervision. Two respondents, one engaged in providing financial, insurance, or real estate services, and one engaged in providing services to business and industry indicated that females were better.

TABLE XXI

e. WILLINGNESS TO ACCEPT SUPERVISION

Type	5-25						26-100						101-Over					
	MB*		ND*		FB*		MB		ND		FB		MB		ND		FB	
	M*	S*	M	S	M	S	M	S	M	S	M	S	M	S	M	S	M	S
0	0	0	3	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0
1	0	0	3	3	0	0	0	0	3	3	0	0	0	0	1	3	0	0
2	0	0	3	3	0	0	0	0	3	3	0	0	0	0	3	3	0	0
3	0	0	3	3	0	0	0	0	3	2	0	1	1	0	2	3	0	0
4	0	0	3	3	0	0	0	0	1	3	0	0	0	0	3	2	0	1
5	0	0	3	3	0	0	0	0	3	2	0	1	0	0	0	3	0	0
6	0	0	2	3	1	0	0	0	3	3	0	0	0	0	0	3	0	0
7	0	0	2	3	1	0	0	0	3	3	0	0	0	0	0	3	0	0
8	0	0	3	3	0	0	0	0	3	3	0	0	0	0	3	3	0	0
9	0	0	1	3	0	0	0	0	2	1	0	1	0	0	3	3	0	0
T*	0	0	26	30	2	0	0	0	24	26	0	3	1	0	15	26	0	1

*MB = Males Better
*ND = No Difference
*FB = Females Better
*T = Totals
*M = Montgomery County
*S = Sedgwick County

In the 26-100 employee group fifty respondents indicated there was no difference in males and females in their willingness to accept supervision. Three respondents, one engaged in manufacturing, one in wholesale or retail trade, and one in government indicated they felt females were more willing to accept supervision.

In the 101 or more employee group all respondents except two indicated there was no difference in males and females. One employer engaged in manufacturing felt males were better than females and one employer engaged in providing transportation, communication or utility services indicated that females were better than males in willingness to accept supervision. When statistically computed it was found there was no significant difference in Montgomery County and Sedgwick County employers in their attitude toward male and female willingness to accept supervision.

Table XXII demonstrates that in the 5-25 employee group that all respondents except one felt there was no difference between males and females in acceptance of work conditions. The two exceptions, a firm engaged in providing services for business and industry, and a firm engaged in manufacturing felt that females were better.

TABLE XXII

f. ACCEPTANCE OF VARIOUS WORK CONDITIONS

Type	5-25						26-100						101-Over					
	MB*		ND*		FB*		MB		ND		FB		MB		ND		FB	
	M*	S*	M	S	M	S	M	S	M	S	M	S	M	S	M	S	M	S
0	0	0	3	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0
1	0	0	3	3	0	0	0	0	3	3	0	0	0	0	1	3	0	0
2	0	0	3	3	0	0	0	0	3	3	0	0	0	0	3	3	0	0
3	0	0	3	2	0	1	0	0	3	3	0	0	1	0	2	3	0	0
4	0	0	3	3	0	0	0	0	1	3	0	0	2	0	1	3	0	0
5	0	0	3	3	0	0	0	0	3	3	0	0	0	0	0	3	0	0
6	0	0	3	3	0	0	0	0	3	3	0	0	0	0	0	3	0	0
7	0	0	2	3	1	0	0	0	3	3	0	0	0	0	0	3	0	0
8	0	0	3	3	0	0	0	0	1	3	2	0	0	0	3	3	0	0
9	0	0	1	3	0	0	0	0	2	2	0	0	0	0	3	3	0	0
T*	0	0	27	29	1	1	0	0	22	29	2	0	3	0	13	27	0	0

*MB = Males Better
*ND = No Difference
*FB = Females Better
*T = Totals
*M = Montgomery County
*S = Sedgwick County

In the 26-100 employee group all respondents except two felt that there was no difference in males and females in this aspect. Both of these firms were engaged in providing health, legal, or educational services and both felt that females were better than males.

In the 101 or more employee group, forty firms felt that there was no difference between males and females in acceptance of work conditions. Three thought males were better. Of these three, one was engaged in manufacturing and two were engaged in transportation, communications, or utility services.

When statistically computed it was found there was no significant difference between Montgomery County and Sedgwick County employers in their attitude towards male and female acceptance of various work conditions.

Table XXIII demonstrates that in the 5-25 employee group, twenty-five of the respondents felt there was no difference between males and females in making suggestions for the improvement of production. Four respondents felt males were better. Of the four, two were engaged in manufacturing and two were engaged in providing services to business and industry.

TABLE XXIII

8. MAKING CONSTRUCTIVE SUGGESTIONS FOR PRODUCTION IMPROVEMENT

Type	5-25						26-100						101-Over					
	MB*		ND*		FB*		MB		ND		FB		MB		ND		FB	
	M*	S*	M	S	M	S	M	S	M	S	M	S	M	S	M	S	M	S
0	0	0	3	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0
1	0	0	3	3	0	0	0	0	3	3	0	0	1	0	0	3	0	0
2	1	0	2	3	0	0	0	0	3	3	0	0	1	0	2	3	0	0
3	0	1	3	2	0	0	0	1	3	2	0	0	1	0	2	3	0	0
4	0	0	3	3	0	0	1	0	0	3	0	0	0	0	3	3	0	0
5	0	0	3	3	0	0	1	1	2	3	0	0	0	0	0	3	0	0
6	0	0	3	3	0	0	0	0	3	3	0	0	0	0	0	3	0	0
7	2	0	1	3	0	0	0	0	3	3	0	0	0	0	0	3	0	0
8	0	0	3	3	0	0	0	0	3	3	0	0	2	0	1	3	0	0
9	0	0	1	3	0	0	0	0	2	2	0	0	0	0	3	3	0	0
T*	3	1	25	29	0	0	2	2	22	27	0	0	5	0	11	27	0	0

*MB = Males Better
*ND = No Difference
*FB = Females Better
*T = Totals
*M = Montgomery County
*S = Sedgwick County

In the 26-100 employee group, forty-nine respondents felt there was no difference in males and females in this aspect of work. Four felt males were better. One of these respondents was engaged in manufacturing, one in transportation, communication, or utility services, and two were engaged in wholesale or retail trade.

In the 101 or more employee group, thirty-eight respondents felt there was no difference between males and females in this work aspect. Five respondents felt males were better. Of these five, one was engaged in some form of agricultural production, two were engaged in manufacturing, and two were engaged in providing services to business and industry.

No respondent from any size or type firm felt that females were better in making constructive suggestions for production improvement.

When statistically computed a probability of 0.046 indicated that there was a significant difference between Montgomery County and Sedgwick County employers of 26-100 in firm type four in their attitudes toward male and female employees making constructive suggestions for the improvement of production.

Table XXIV demonstrates that in the 5-25 employee group, fifty-one respondents felt there was no difference in the physical ability of males and females to do the job. Seven respondents felt males were better. One of these respondents was engaged in agricultural production, two were engaged in the extraction of minerals, two in providing transportation, communication, or utility services, and two respondents were engaged in wholesale or retail trade.

TABLE XXIV

h. PHYSICAL ABILITY TO DO THE JOB

Type	5-25						26-100						101-Over					
	MB*		ND*		FB*		MB		ND		FB		MB		ND		FB	
	M*	S*	M	S	M	S	M	S	M	S	M	S	M	S	M	S	M	S
0	0	1	3	2	0	0	0	1	0	2	0	0	0	0	0	0	0	0
1	0	2	3	1	0	0	0	2	3	1	0	0	1	2	0	1	0	0
2	0	0	3	3	0	0	0	0	3	3	0	0	0	0	3	3	0	0
3	0	0	3	3	0	0	0	0	3	3	0	0	0	0	3	3	0	0
4	1	1	2	2	0	0	0	0	1	3	0	0	0	0	3	3	0	0
5	1	1	2	2	0	0	0	0	3	3	0	0	0	0	0	3	0	0
6	0	0	3	3	0	0	0	0	3	3	0	0	0	0	0	3	0	0
7	0	0	3	3	0	0	1	0	2	3	0	0	0	0	0	3	0	0
8	0	0	3	3	0	0	0	0	3	3	0	0	0	0	3	3	0	0
9	0	0	1	3	0	0	0	0	3	3	0	0	0	0	3	3	0	0
T*	2	5	26	25	0	0	1	3	23	26	0	0	1	2	15	25	0	0

*MB = Males Better
*ND = No Difference
*FB = Females Better
*T = Totals
*M = Montgomery County
*S = Sedgwick County

In the 26-100 employee group only three respondents indicated any thing other than no difference when questioned about this particular aspect of work. The exceptions were firms engaged in providing services to business and industry, and firms engaged in wholesale and retail trade. These firms indicated that males were better.

In the 101 or more employee group, forty respondents indicated no difference in male and female physical ability to do the job. Three respondents, engaged in contracting and construction, indicated males were better.

No respondent from any size or type firm felt that females have better physical ability to do the job.

Statistical analysis indicated there was no significant difference between Montgomery County and Sedgwick County employers in their attitudes toward male and female physical ability to do the job.

Table XXV demonstrates that in the 5-25 employee group, fifty-four respondents felt there was no difference between males and females in satisfaction with job level. Four felt females were better satisfied. One of these provided construction or contracting services, two were engaged in manufacturing, and one provided financial, insurance or real estate services.

TABLE XXV

1. SATISFACTION JOB LEVEL

Type	5-25						26-100						101-Over					
	MB*		ND*		FB*		MB		ND		FB		MB		ND		FB	
	H*	S*	M	S	M	S	M	S	M	S	M	S	M	S	M	S	M	S
0	0	0	3	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0
1	0	0	2	3	1	0	0	0	3	3	0	0	0	0	0	3	1	0
2	0	0	3	3	0	0	0	0	3	3	0	0	0	0	0	0	3	3
3	0	0	2	2	1	1	0	0	3	2	0	1	0	0	2	2	1	1
4	0	0	3	3	0	0	0	0	1	2	0	1	0	0	0	3	3	0
5	0	0	3	3	0	0	0	0	3	3	0	0	0	0	0	3	0	0
6	0	0	2	3	1	0	0	0	1	3	2	0	0	0	0	3	0	0
7	0	0	3	3	0	0	0	0	1	3	2	0	0	0	0	2	0	1
8	0	0	3	3	0	0	0	0	3	3	0	0	0	0	0	3	3	0
9	0	0	1	3	0	0	0	0	1	2	1	0	0	0	0	3	3	0
T*	0	0	25	29	3	1	0	0	19	27	5	2	0	0	2	22	14	5

*MB = Males Better
*ND = No Difference
*FB = Females Better
*T = Totals
*M = Montgomery County
*S = Sedgwick County

In the 26-100 employee group, forty-six respondents felt there was no difference between males and females in this work aspect. Seven respondents felt females were better. Of these seven, one was engaged in manufacturing, one was engaged in providing transportation, communication or utility services, two were engaged in providing financial, insurance or real estate services, two were engaged in providing services to business and industry, and one was engaged in government.

In the 101 or more employee group, twenty-four respondents felt there was no difference between males and females in satisfaction with job level. Nineteen respondents from almost every type sampled felt that women were better satisfied with job level.

No respondent from any size or type firm felt males were better satisfied with their job level.

Statistical analysis indicated there was significant difference in Montgomery County and Sedgwick County employers of 101 or more in their attitude toward male and female satisfaction with job level in firm type one with a probability of 0.046, type four with a probability of 0.014, type eight with a probability of 0.014, and type nine with a probability of 0.014.

Table XXVI demonstrates that in the 5-25 employee group, forty-nine respondents felt there was no difference between males and females in satisfaction with job pay. Nine respondents felt females were better. Of these nine respondents, one was engaged in construction or contracting, four were engaged in manufacturing, one was engaged in wholesale or retail trade, and two were engaged in providing financial, insurance, or real estate services.

TABLE XXVI

j. SATISFACTORY JOB PAY

Type	5-25						26-100						101-Over					
	MB*		ND*		FB*		MB		ND		FB		MB		ND		FB	
	M*	S*	M	S	M	S	M	S	M	S	M	S	M	S	M	S	M	S
0	0	0	3	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0
1	0	0	2	3	1	0	0	0	3	3	0	0	0	0	0	3	1	0
2	0	0	3	2	0	1	0	0	3	2	0	1	0	0	1	0	2	3
3	0	0	2	0	1	3	0	0	3	0	0	3	0	0	1	0	2	3
4	0	0	3	3	0	0	0	0	1	3	0	0	0	0	0	1	3	2
5	0	0	3	2	0	1	0	0	1	0	2	3	0	0	0	1	0	2
6	0	0	2	2	1	1	0	0	1	1	2	2	0	0	0	1	0	2
7	0	0	3	3	0	0	0	0	0	1	3	2	0	0	0	2	0	1
8	0	0	3	3	0	0	0	0	1	3	2	0	0	0	3	3	0	0
9	0	0	1	3	0	0	0	0	1	2	1	0	0	0	0	3	3	0
T*	0	0	25	24	3	6	0	0	14	18	10	11	0	0	5	14	11	13

*MB = Males Better
*ND = No Difference
*FB = Females Better
*T = Totals
*M = Montgomery County
*S = Sedgwick County

In the 26-100 employee group, thirty-two respondents indicated there was no difference between males and females in this aspect of work. Twenty-two respondents felt females were better satisfied with job pay. Of these twenty-two, four were engaged in various kinds of manufacturing, five were engaged in wholesale or retail trade, four were engaged in providing finance, insurance, and real estate services, and five were engaged in providing health, legal or educational services.

In the 101 or more employee group, nineteen respondents felt there was no difference between males and females in satisfaction with job pay. Twenty-four respondents felt females were better. Of these twenty-four, one was engaged in agricultural production, ten were engaged in manufacturing, five were engaged in providing transportation, communications or utility services, two were engaged in wholesale or retail trade, two were engaged in providing services to business or industry, two were engaged in providing financial, insurance, and real estate services, and three were engaged in government.

No respondent from any size or type firm felt that males were better satisfied with job pay.

Statistical analysis indicated there was a significant difference in Montgomery County and Sedgwick County employers of 26-100 in their attitude toward male and female satisfaction with job pay in firm type three with a probability of 0.0014.

When over-all attitudinal patterns of Montgomery County and Sedgwick County employers were statistically compared, it was discovered that there was no statistical difference in any of the attitudes measured other than in satisfaction with job level and satisfaction with job pay. In those two cases Montgomery County employers in firms type three felt that females were better than males.

Questions Eight Through Twelve

Questions eight through twelve asked: How many male and female supervisors do you presently employ? How many of each supervise males only and how many of each supervise females only? Are there any departments in which you prefer male or female supervisors? If so what are they and do males and females accept female supervisors?

Table XXVII demonstrates the number of production supervisors of both male and female employees according to sizes of firms sampled. It also indicates the number who supervise males only and those who supervise females only.

TABLE XXVII

PRODUCTION SUPERVISORS*

	Male Supervisors						Female Supervisors					
	Both M & F		Male		Female		Both M & F		Male		Female	
	M*	S*	M	S	M	S	M	S	M	S	M	S
5-25	8	24	15	10	1	2	0	2	0	0	4	3
26-100	62	65	20	33	3	2	13	14	0	0	7	20
101-Over	127	256	77	34	0	4	24	141	0	1	35	21
Total	197	345	112	77	4	8	37	157	0	1	46	71

* Some owner-supervisors are counted in question #13.
*M = Montgomery County
*S = Sedgwick County

In the 5-25 employee group, only nine respondents said they prefer male supervisors in some departments, areas, or occupations.

These included:

1. Restaurant area of motel
   "Because women listen better to male supervisors and there is less bickering."

2. Tool department of hardware store
   "Because men are usually the shoppers in this department."

3. Men's clothing in department store
   "Because men customers would rather buy from a man."

4. Driver for ambulance service
   "Because men seem to stand the strain better. There are bad work hours."

5. Press and punch set up at small manufacturing plant
   "Work is too heavy. Men understand machinery better."

6. Sales at soft drink bottling plant
   "Truckers seem to work better with a man. He can run route with them. They just seem more comfortable with a man."

7. Construction--all
   "I've got all men working, so I need male supervisors."

8. Heating-Refrigeration company--all
   "Only men work here; a woman would be out of place."

9. Dairy--all
   "Because this is farm work, production work, and sales work; women just don't seem to fit in."

In the 26-100 employee group, only eight respondents said they prefer male supervisors in some department, area, or occupation. They included:

1. Oil company--field and rig work
   "Heavy, rough work and all men in the field."

2. Construction--all
   "Because all are men working."

3. Plumbing--all
   "I've got all men out there."

4. Small manufacturer--sales
   "We're selling lawn mowers and sales deal mostly with men. Don't want to send women on the road."

5. Small manufacturer--all
   "Heavy work here, men must do it. Men would resent women supervisors."

6. Sanitation--routes
   "Work with a pretty rough group of men."

7. School--Physical education department
   "More of the authority figure. More males to supervise--there's the locker room area, you know."

8. School--industrial area
   "If could find a woman with experience it would be O.K."

In the 101 or more employee group, only three respondents said they prefer male supervisors in some department, area, or occupation. These included:

1. City--police
   "Mostly men in department."

2. Publishing firm--printing and sales
   "All men in printing department. Don't want women on the road in sales."

3. Mining operation--
   "Any department were mostly men work."

When asked if male workers accept female supervisors as well as they accept male supervisors, all respondents in all types and sizes of businesses replied yes. When asked if female workers accept female supervisors as well as they accept male supervisors, all respondents in the 5-25 employee group said yes. In the 26-100 employee group, only one respondent, engaged in communications services, said it depends. This answer was qualified by adding that it depends on the individual. In the 101 or more employee group, five respondents answered that it depends. These five employers were engaged in some form of manufacturing, or health and education services. All indicated that it was simply individual personalitites that might cause a problem.

When asked if there were any departments, areas, or occupations were female supervisors were preferred, only one respondent in any size or type firm indicated yes. This respondent, a newspaper, indicated that "Traditionally we have always had a woman editor for the society page."

Question Thirteen

This question asked the total number of males and females in management. Table XXVII demonstrates that in the 5-25 employee group there were ninety-one male managers or administrators employed in all types of businesses. There were twenty-two females employed as managers or administrators in seven types of businesses. The types included agricultural production, mining in the broad sense, manufacturing, wholesale and retail trade, services to business and industry, services in health or education and government.

In the 26-100 employee group there were one hundred sixty-eight male managers or administrators employed in all types of businesses. There were thirty female managers or administrators employed in practically all types of businesses.

In the 101 or more employee group there were three hundred forty-five male managers or administrators employed in all types of businesses. There were forty-seven female managers or administrators employed in all types of businesses.

No statistical difference was found between Montgomery County and Sedgwick County employers in the number of male and female managers hired.

TABLE XXVIII

MANAGERS-ADMINISTRATORS

Type	5-25				26-100				101-Over			
	Male		Female		Male		Female		Male		Female	
	M*	S*	M	S	M	S	M	S	M	S	M	S
0	4	3	2	0	0	4	0	1	0	0	0	0
1	3	5	0	1	5	5	0	0	7	12	0	1
2	3	3	0	0	8	7	0	0	9	13	1	0
3	7	8	4	0	11	8	1	1	41	47	1	4
4	4	3	0	0	1	5	0	0	41	17	0	1
5	5	4	0	1	5	7	0	2	0	28	0	10
6	9	3	0	0	25	12	6	10	0	22	0	8
7	3	5	1	1	6	5	1	0	0	26	0	1
8	7	8	6	5	13	13	4	4	12	15	6	7
9	1	3	0	1	9	9	0	2	28	27	0	7
T*	46	45	13	9	83	75	12	18	138	207	8	39

*M = Montgomery County
*S = Sedgwick County
*T = Totals

Question Fourteen through Twenty-six

Question fourteen asked are there any jobs in your shop/plant that no female could possibly do? What are they? and why not? In the 5-25 employee group, eleven respondents answered yes. All eleven respondents explained that the work was too heavy in their shop or plant and that women were simply not strong enough.

In the 26-100 employee group there were four respondents who answered yes. These jobs were described as being: rigging, roughnecking, and heavy assembly. All said the work was too heavy.

In the 101 or more employee group, five respondents said the work was too heavy. These firms were engaged in heavy construction, mineral extraction, or utility services.

Question fifteen asked are there any skilled jobs that you think females are particularly suited for? In the 5-25 employee group, three respondents answered yes. They included office work, restaurant work, and cleaning. All said women were more experienced in these areas.

In the 26-100 employee group, fifteen respondents indicated that females were particularly suited for office work because they were more experienced.

In the 101 or more employee group three respondents felt females were particularly suited for office work.

Question sixteen and seventeen asked if they had experienced difficulty in hiring unskilled and skilled workers. In the 26-100 employee group, seven answered yes. And in the 101 or more employee group, seven answered yes. The skilled jobs listed as having difficulty in hiring were: electrician, carpenters, maintenance, plumbing, welding, heavy equipment, and all technical areas of health and engineering. Practically all respondents in all types and sizes of business indicated that low pay and the rural local was the reason for being unable to hire skilled personnel. In Sedgwick County almost all employers in all types and sizes of business indicated they had difficulty in hiring skilled and unskilled workers. Almost all indicated that the present

job market and low pay scale were responsible.

Question eighteen asked if they would consider hiring a skilled female if she were available for partime work. In the 5-25 employee group, twelve respondents answered yes. In the 26-100 employee group, seven answered yes. In the 101 or more employee group, only two respondents answered yes. Most of those who answered no the the question volunteered the information that government paper work was too expensive and too complicated to bother with part time employees. However, in Sedgwick County twenty-five percent of the employers of all types and sizes indicated they were willing to hire part time female workers.

Question nineteen asked where do you seek individuals for employment? This question was inserted to discover whether firms actively sought graduates from vocational and technical training programs located in Montgomery and Sedgwick Counties. The respondents in all sizes and types of businesses interviewed, indicated that they sought employees in the many usual ways; such as: ads, word of mouth, drop in, job service, trade journals, etc. However, no respondent in either county mentioned vocational training programs. Later in the interview, when question twenty-two was asked, some of the respondents stated that they do hire vocational training program graduates. However, this information was not volunteered until their memory had been jogged by the mention of vocational training programs.

Question twenty asked if any in-plant training is done for skilled, unskilled and supervisory workers. Every respondent in all sizes and types of firms indicated on-job training was done. However, for technical skill training and for supervisory training, most larger firms indicated that employees were sent to seminars and short work shops. Sometimes experts from large personnel training firms were brought to the plant site.

Question twenty-one asked what skills were found most lacking in employees? An over whelming number of respondents from all sizes and types of businesses in both counties indicated that basic educational skills, including writing, math, and telephone skills, were missing. A large percentage of respondents, indicated attitudes and job loyalty and and understanding of human relations were lacking. Only a very few respondents, at any level, indicated technical skills were lacking.

When asked about women in particular and what skills seemed to be most lacking. The respondents answers varied. Smaller firms indicated basic skills and human relations foremost with job loyality and attitudes running a close second. Older women were given an edge over younger women on all counts. Larger firms particularly indicated human relations and lack of training in supervisory skills.

Question twenty-two asked if the firms were involved in any type cooperative training program with the educational

system. Only one respondent in Montgomery County indicated that they were. Two respondents indicated they had at one time been a part of the Comprehensive Employment Training Act (C.E.T.A.) program, but were no longer involved. A few of the firms indicated they sometimes hired summer students. A few firms indicated that they had hired graduates from vocational educational programs. In Sedgwick County there were several cooperative programs and recruitment by a number of firms from vocational training schools.

Questions twenty-three and twenty-four asked if job openings were first offered to in-plant employees and posted or if the firm were small, that "everyone knew when there was an opening."

Question twenty-five asked the average age of starting employees. A comparison was run on the average age of Montgomery County and Sedgwick County employees and it was found there was no statistical difference. The average age for both counties was thirty-one for businesses which employed from 5-25 worker; twenty-seven for businesses of 26-100 workers; and twenty-eight for businesses of 101 or more workers.

Question twenty-six asked, "Do you have any females in your plant that are doing jobs that are: 1) dirty, 2) out in the elements, 3) noisy, 4) messy, 5) work with dangerously hot materials, 6) involve lifting, 7) precision work, 8) have irregular shifts or hours, 9) require mechanical skill and experience, 10) require technical ability.

When Montgomery County and Sedgwick County employers were compared, no statistical difference could be found on any of the hiring practices listed. Women were hired in each catagory and these factors did not seem to make any difference to either Montgomery County or Sedgwick County employers.

Questions Twenty-seven and Twenty-eight

Question twenty-seven asked: "What do you believe are the greatest barriers to sex equity in employment today?" and question twenty-eight asked for any further comments or remarks.

Nearly every respondent from both counties expressed the belief that tradition, history, or past prejudices were the greatest barriers to sex equity in employment today. Forty-three respondents said lack of job training and job experience in non-traditional work areas caused a barrier to employment. More than half of the respondents mentioned attitudes in some manner as an employment barrier--attitudes associated with acceptance of job responsibility, desire for advancement, interest in job type, satisfaction with job level, or job loyality. In almost every case the respondents indicated that traditions, prejudices and attitudes could be associated with both the employer and the employee.

SUMMARY

As the data of this survey were analyzed it was observed that in firms with from 5-25 employees, 96 percent of the clerical workers were female and 4 percent of the clerical workers were male. One hundred percent of the clerical supervisors were female. In firms which hired from 26-100 employees, 89 percent of the clerical workers were female and 11 percent of the clerical workers were male. Sixty-one percent of the clerical supervisors were female and 39 percent of the clerical supervisors were male. In firms which hired 101 or more employees, 80 percent of the clerical work force was female and 20 percent male. Sixty-seven percent of the clerical supervisors were female and 33 percent of the clerical supervisors were male. These figures seem to indicate that as the size of business increases and the number of clerical employees and clerical supervisors increases that the percentage of male supervisors increases.

In firms employing from 5 to 25 workers, businesses which were engaged in providing services hired the largest number of unskilled female workers. The largest number of unskilled males were engaged in some sort of manufacturing. In firms which hired form 26-100 workers, the largest number of unskilled female workers were engaged by firms engaged

by firms which provided services. More unskilled males were employed by firms engaged in manufacturing. In firms with hired 101 or more employees, more unskilled females were employed by firms providing health or education services. More unskilled males were employed by firms engaged in manufacturing. In firms which hired from 26-100 employees, more skilled females were employed by firms engaged in health and education services. More skilled males were engaged in contracting or construction. In the 101 or more employee size firms, the greatest number of both male and female skilled workers were employed by firms engaged manufacturi

In discussing the differences between male and female workers on various aspects or work respondents indicated there was no difference between male and female workers in production, ability to get along with fellow workers, willingness to accept supervision, acceptance of work conditions, making constructive suggestions for production improvement, or the physical ability to do the job. Respondents indicated that females were absent more often than males, there was less turnover among male employees and that females were better satisfied with job level and with job pay.

From the total sample there were 542 male supervisors and 194 female supervisors who supervised both male and female employees. There were 189 male supervisors and only one

female supervisor who supervised males only. There were 12 male supervisors and 117 female supervisors who supervised females only.

In the total sample in all size firms there were 594 males employed in management and administration and 99 females. The highest percentage of females employed in management were in firms which employed from 5 to 25 employees, the lowest percentage of females in management were in firms which employed 101 or more employees.

An overwhelming number of respondents from all sizes and types of businesses indicated that employees lacked basic educational skills--including reading, writing, mathematics, and telephone skills. A large percentage of the respondents indicated attitudes, job loyality and an understanding of human relations were lacking in employees. Larger firms indicated that employees lacked training in supervisory skills. Only a very few respondents at any level indicated that technical skills were lacking in employees.

The greatest sex related barriers to employment today were considered by the respondents to be tradition, history and prejudices coupled with lack of skills training and lack of job experience.

CHAPTER V

CONCLUSIONS AND RECOMMENDATIONS

Conclusions

Considering the evidence at hand, the following conclusions can be drawn:

1. It was found that there was very little diffences in either the attitudes or hiring practices of employers in Montgomery County or Sedgwick County in relation to sex bias.
2. It was found that both male and female workers in both Montgomery County and Sedgwick County today are more often than not employed in traditional work roles.
3. It was found that smaller firms in both Montgomery County and Sedgwick County employ a higher percentage of female supervisors for both clerical and production work than do larger firms.
4. It was found that some employers in both Montgomery County and Sedgwick County feel there is a difference in male and female workers in some aspects of work.
5. It was found that employers in Montgomery County and Sedgwick County feel there are non-technical work skills lacking in both male and female workers.

Recommendations

1. A means should be designed for acquainting both employers and employees with job opportunities in non-traditional work areas.
2. A training program should be developed that will provide the curriculum necessary for acquiring supervisory and management skills.
3. Planning should take place at the state level that will provide a means for both occupational students and on-job workers to have access to the supervisory and management skills training program.
4. Vocational education training programs should place special teaching emphasis on those aspects of work in which employers believe there is a difference in male and female workers, i.e., absentism, turnover, job level satisfaction, and job pay satisfaction.
5. A training program should be developed that will acquaint all educators with sex related job role prejudices.
6. A training program should be developed and a method of dispersion designed that will help provide a means of acquainting employers with sex related job role prejudices.

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APPENDIX

SEX RELATED BARRIERS TO EMPLOYMENT

"This survey is being conducted under guidelines established by Kansas State University. By cooperating, you will help the survey administrators find answers to important questions; however, your participation is strictly voluntary. You should omit any questions which you feel unduly invade your privacy or which are otherwise offensive to you. Confidentiality is guaranteed; your name will not be associated with your answers in any public or private report of the results."

Office Personnel

1. How many office workers are presently employed? _____

2. How many of these are female? _____

3. Unskilled _____ Skilled _____ Supervisory _____

Unskilled

4. How many unskilled operations are there in your plant and how many female and how many male workers are employed in these unskilled operations?

   Operations _____ Female _____ Male _____

Skilled

5. What skilled occupations are there in your plant and how many female and how many male employees do you have in each?

Occupation title	No. of males	No. of females
Male & Female		
Male only		
Female only		

6. Generally, do you find that males and females make equally good employees in the shop, or is this not the case?

Equally good Not the case Depends

6a. Please explain:

7. With respect to the specific aspect of work that I will read, do you think that males are better, there is no difference, or that females are better?

	Males better	No dif.	Females better
a. Absenteeism	_____	_____	_____
b. Turnover	_____	_____	_____
c. Production	_____	_____	_____
d. Ability to get along with fellow workers	_____	_____	_____
e. Willingness to accept supervision	_____	_____	_____
f. Acceptance of various work conditions	_____	_____	_____
g. Making suggestions for production improvement	_____	_____	_____
h. Physical ability to do job	_____	_____	_____
i. Satisfaction with job level	_____	_____	_____
j. Satisfaction with job pay	_____	_____	_____

Male Supervisors

8. How many male supervisors do you presently employ? _____

9. How many of your male supervisors supervise men only? _____

10. How many of your male supervisors supervise women only? _____

11. Are there any departments, areas, or occupations for which you prefer male supervisors? _____

11a. What are they?

11b. Why do you prefer male supervisors for these occupations?

Female Supervisors

12. How many women supervisors do you presently employ? _____

12a. How many of your female supervisors supervise males only? _____

12b. How many of your female supervisors supervise females only? _____

12c. Do your male workers accept female supervisors as well as they accept male supervisors?

Yes_____ Depends_____ No_____

12d. Do your female workers accept female supervisors as well as they accept male supervisors?

Yes_____ Depends_____ No_____

12. (cont)

12e. Are they any departments, areas, or occupations for which you prefer female supervisors?

12f. What are these?

12g. Please explain?

13. Number of total employees in management or administration?

Male_____ Female_____

14. Are there any jobs in your shop/plant that no female could possibly do?

14a Which jobs?

14b Why not?

15. Are there any skilled jobs that you think females might be particularly suited for?

15a What are these jobs?

15b Why do you think females would do well in these jobs?

16. Have you had any difficulty filling any unskilled openings with good quality candidates?

16a In what occupations have you had difficulty?

16b What do you feel are the reasons?

17. Have you had any difficulty filling any skilled job openings?

17a In what trades has this happened?

17b What are the reasons, as you see it?

18. Would you consider hiring a skilled female if she were available for part time work?

19. Where or how do you seekindividuals for employment?

Unskilled

Skilled

Supervisory

Management

20. Do you do any in-plant training for:

Skilled _____ Supervisory _____

Unskilled _____

20. (cont)

20a What type?

Unskilled

Skilled

Supervisory

21. What skills do you find most lacking in employees?

Men

Unskilled

Skilled

Supervisory

Women

Unskilled

Skilled

Supervisory

22. Are you involved in any type cooperative training program with the educational system?

22a What kind?

23. When you have any job openings, do you first advertise them to in-plant employees?

24. (cont)

24a Do you post job openings on company premises?

24b Do you post these openings where both production and office employees may see them?

24c Do you post these openings where both male and female employees can see them?

25. Approximately what is the average age of your starting employees?

26. Do you have any females doing jobs in your plant that: or do you know of any females doing jobs elsewhere that:

	28a in your plant	28b elsewhere
1. are "dirty"		
2. are "out in the elements"		
3. are noisy		
4. are "messy"		
5. work with dangerously hot materials		
6. involve lifting		
7. Precision work		
8. have irregular hours or shifts		
9. require mechanical skill and experience		
10. require technical ability		

27. What do you believe are the greatest barriers to sex equity in employment today?

Unskilled

Skilled

Supervisory

Management

28. Further comments or remarks?